

DEVELOPMENT PLANNING TOOLS

Drawing People Out

Full Commitment only happens when you draw people out. Use these activities to increase conversation and debate with your team. The process of building a skill begins by being intentional and focused on what you want to get better at or develop. Use these techniques to draw conversation out of your team and help you create some habits that will have a powerful impact on your focus on people. You don't have to be too rigid with this process. Once you're in this habit, it'll come naturally.



TIME FRAME

5 - 20 min



GROUP SIZE

5 - 20



FACILITATION LEVEL

Beginner



MATERIALS

Pens/Markers
Paper

Emoticon Gallery

Draw a face that represents how you feel about the information, change, or strategy. Hold it up to the group and explain the face.

Structured Go-Around

Groups with less trust (like newly formed groups, or groups with a new leader) usually need a more structure activity. Go clockwise - or counterclockwise - from whoever speaks first. If time is short, you can do the speed version (called "Seven Words or Less"). Everyone evaluates the idea or strategy in seven words or less and incomplete sentences are fine.

Rate the Idea

Have each member rate the idea from 1 to 10. Ask probing questions around why they rated it with that number.

Individual Writing

Once the issue or problem is shared, give the participants 3 minutes to write down one or two solutions or concerns. Next, move around the table and hear their thoughts.

Two or Three Words

Each person uses two or three feeling words to describe their reaction to the idea or strategy (Example: confused and worried, nervous and excited). This will open the door to further discussion.

Share in Pairs

Before the group discussion, have participants share ideas and concerns with a partner. Give them five minutes to talk, then open the discussion to the group.